



2008 SERGEANT FIRST CLASS PROMOTION BOARD BRIEFING



“NOTHING HAPPENS UNTIL SOMETHING MOVES”



**UNITED STATES ARMY TRANSPORTATION CENTER
Fort Eustis, Virginia 23604**



CMF 88 CAREER PATTERN



88Z 50



88H 4O
SFC

88K 4O
SFC

88L 4O
SFC

88M 4O
SFC

88N 4O
SFC



88H 3O
SSG

88K 3O
SSG

88L 3O
SSG

88M 3O
SSG

88N 3O
SSG



88H 2O
SGT

88K 2O
SGT

88L 2O
SGT

88M 2O
SGT

88N 2O
SGT



88H 1O
PVT-SPC

88K 1O
PVT-SPC

88L 1O
PVT-SPC

88M 1O
PVT-SPC

88N 1O
PVT-SPC





CMF 88 GENERAL INFORMATION



CMF CHARACTERISTICS

CMF 88 is a very unique and highly deployable CMF that consists of five military occupational specialties that engulf a broad spectrum of transportation operations, which include 88M (Motor Transport Operations), 88N (Transportation Management), 88H (Terminal and Cargo Operations), 88K (Army Watercraft Operations), and 88L (Army Watercraft Maintenance).





CMF MISSION

The Transportation Corps provides Army transportation services essential for the CONUS-based and forward-deployed power projection forces in support of the National Military Strategy. The Transportation Corps is responsible for the worldwide movement of units, personnel, equipment and supplies. Transportation Corps Noncommissioned Officers (NCOs) assist in the planning, staffing, directing, supervising and execution of Army and DoD transportation operations at the tactical, operational and strategic levels of war to include joint operations and operations other-than-war.



88H (CARGO SPECIALIST)







GRADE	TITLE	DESCRIPTION
E7 	Detachment Sergeant Platoon Sergeant Operations Sergeant Cargo Foreman / NCO	The Detachment Sergeant is accountable to the Detachment Commander and performs duties similar to a 1SG. The Platoon Sergeant is accountable to a Platoon Leader and is responsible for up to 75 Soldiers to include supervision of platoon operations. In the Cargo Transfer Company, the Platoon Sergeant duties mirror those of the Detachment Sergeant. The Operations Sergeant or Cargo Operations NCO is accountable to the Operations Officer and supervises 5-10 Soldiers and terminal service functions on an S2/3 Battalion or SDDC Terminal Operations staff.
E6 	Section Chief / Sergeant Hatch Foreman	The Section Chief is responsible to the Platoon SGT and supervises 26-32 section Soldiers that consists of 1-2 hatch gangs in a ship platoon or 1-2 cargo transfer squads in a cargo transfer platoon. The Hatch Foreman is accountable to the Section Chief for the conduct, discipline and direct supervision of 15 hatch section Soldiers.
E5 	Hatch Foreman Senior Forklift Operator Senior Crane Operator	The Hatch Foreman is accountable to the Section Chief for the conduct, discipline and direct supervision of 5-15 hatch section Soldiers. The Senior Forklift or Crane Operator supervises operation and maintenance of cargo handling equipment and enforces safety practices and documentation procedures.
E1-E4 	Cargo Specialist Crane/Forklift Operator	The Cargo Specialist or Crane or Forklift Operator leads, direct or performs duties that move cargo to and from all modes of transport (water, land and air). Must be proficient in all methods of cargo handling and storage procedures (manual or mechanical) to include hazardous cargo.

TOTAL POPULATION: 1,826		ASI	P5, 2A, 2B, 2S, 4A, 5W, 6T, 8P
TC HIGH-RISK/CHALLENGING ASSIGNMENTS	ARMY HIGH RISK/CHALLENGING ASSIGNMENTS		
DETACHMENT SGT/ PLATOON SERGEANT	OBSERVER CONTROLLER	SQI	B, L, M, N, P, Q, X, 8, 4
OPERATIONS SERGEANT/ CARGO OPNS	RECRUITER / STATION CDR / AIT PSG	TOE	96%
INSTRUCTOR/ WRITER / ANCOC SGL	RC ADVISOR/ DRILL SGT	TDA	4%
CAREER MANAGEMENT NCO	EO, IG, JOINT DUTY	INSTRUCTOR	1% (17 Positions)
SECTION SERGEANT/CARGO FOREMAN		DS	<1% (2 Positions)
		RECRUITER	<1% (5 Positions)



88K (WATERCRAFT OPERATOR)



GRADE	TITLE	DESCRIPTION
E7 	Detachment Sergeant Harbormaster Marine Operations NCO First Mate	The Detachment Sergeant is accountable to the Detachment Commander and performs duties similar to a 1SG. The Harbormaster is accountable to an Operations Officer and supervises port operations on an installation. The Marine Operations NCO is accountable to an Operations Officer and supervises company operations for a Watercraft Company. The First Mate is accountable to the Vessel Master and supervises safe operation, deck maintenance, and welfare of the craft, crew, passengers and cargo on a <u>large vessel</u> .
E6 	Boatswain	The Boatswain serves as the assistant First Mate and is accountable to the First Mate to ensure the safe operation, deck maintenance, and welfare of the craft, crew, passengers and cargo on a <u>large vessel</u> .
E5 	Coxswain Leading Seaman	The Coxswain serves as the Vessel Master on a <u>medium vessel</u> and is responsible to the Commander to ensure the safe operation, maintenance and welfare of the craft, crew, passengers and cargo. The Leading Seaman supervises seaman in seamanship duties and is accountable the Boatswain on a <u>large vessel</u> .
E1-E4 	Seaman Watercraft Operator	The Seaman or Watercraft Operator performs seamanship duties on Army watercraft and amphibians, which include the use of electronic navigation equipment, navigational aids, military and commercial radios, and single-letter international code flags. Watercraft operators and seaman also receive extensive training in damage control, firefighting, rescue procedures.

TOTAL POPULATION: 418





TC HIGH-RISK/CHALLENGING ASSIGNMENTS	ARMY HIGH RISK/CHALLENGING ASSIGNMENTS
DETACHMENT SGT / HARBORMASTER	OBSERVER CONTROLLER
MARINE OPERATIONS NCO	RECRUITER / STATION CDR / AIT PSG
CAREER MANAGEMENT NCO	RC ADVISOR/ DRILL SGT
INSTRUCTOR / WRITER	EO, IG, JOINT DUTY
FIRST MATE / COXSWAIN	

ASI	P5, 2B, 2S, 4A, 5W, 6T, 8P
SQI	B, L, M, N, P, Q, X, 8, 4
TOE	94%
TDA	6%
INSTRUCTOR	2% (8 Positions)
DS	<1% (2 Positions)
RECRUITER	2% (7 Positions)



88L (WATERCRAFT ENGINEER)







GRADE	TITLE	DESCRIPTION
E7 	Detachment Sergeant Marine Maintenance Supervisor Marine Maintenance NCO Assistant Marine Engineer	The Detachment Sergeant is accountable to the Detachment Commander and performs duties similar to a 1SG. The Marine Maintenance Supervisor is accountable to the Maintenance Officer and is responsible for maintenance operations on MACOM staffs. The Marine Maintenance NCO is accountable to the Vessel Master and supervises 2-6 Soldiers and all maintenance operations on a <u>medium vessel</u> . The Assistant Marine Engineer is accountable to the Chief Engineer and supervises 5-36 Soldiers to include all hands-on maintenance activities on <u>large vessels</u> .
E6 	Marine Maintenance SGT Asst. Marine Maintenance SGT Junior Marine Engineer	The Marine Maintenance SGT is accountable to the Maintenance Officer and is responsible for maintenance operations on Group-level staffs and below. The Assistant Marine Maintenance SGT is accountable to the Maintenance Supervisor and supervises 2-6 Soldiers and all maintenance operations on a <u>medium vessel</u> . The Junior Marine Engineer is accountable to the Marine Maintenance Supervisor and supervises 2-6 Soldiers to include all maintenance activities on <u>large or medium vessels</u> .
E5 	Chief Engineer Senior Marine Engineman	The Chief Engineer is accountable to the Coxswain and supervises 3 Soldiers and all maintenance operations on a <u>small vessel</u> . The Senior Marine Engineman supervises 1-3 Soldiers and performs maintenance functions on vessels and amphibians.
E1-E4 	Marine Engineman	The Marine Engineman operates and maintains the vessel's engines, power plants and support systems to include general vessel upkeep.

TOTAL POPULATION: 262		ASI	P5, 2B, 2S, 4A, 5W, 6T, 8P
TC HIGH-RISK/CHALLENGING ASSIGNMENTS	ARMY HIGH RISK/CHALLENGING ASSIGNMENTS	SQI	B, L, M, N, P, Q, X, 8, 4
DETACHMENT / PLATOON SERGEANT	OBSERVER CONTROLLER	TOE	90%
MARINE MAINTENANCE SUPERVISOR	RECRUITER / STATION CDR / AIT PSG	TDA	10%
CAREER MANAGEMENT NCO	RC ADVISOR/ DRILL SGT	INSTRUCTOR	3% (8 Positions)
INSTRUCTOR / WRITER	EO, IG, JOINT DUTY	DS	<1% (1 Position)
ASSISTANT MARINE ENGINEER		RECRUITER	1% (4 Positions)



88M (MOTOR TRANSPORT OPERATOR)







GRADE	TITLE	DESCRIPTION
E7 	Logistic NCO Trainer Detachment Sergeant Platoon Sergeant Truckmaster Operations SGT Master Driver (DA Level/WHTA)	The Logistic NCO Trainer is responsible for teaching, coaching, and mentoring Host Nation Security Forces. The Detachment Sergeant is accountable to the Detachment Commander and performs duties similar to a 1SG. The Platoon Sergeant is accountable to the Platoon Leader and is responsible for 30-48 Soldiers and platoon operations. The Operations Sergeant, Fleet Management NCO , and Truckmaster is accountable to the Operations Officer and supervises all motor pool operations at their respective levels of command. The Master Driver (SFC) is responsible for the transportation of 4-star level flag officers and when serving in the White House Transportation Agency (WHTA), the President and his Staff .
E6 	Assistant Truckmaster Squad Leader Section Sergeant Senior Driver (MACOMLEVEL)	Due to company sizes of 150+ vehicles, the Assistant Truckmaster is accountable to the Truckmaster and performs similar duties. The Section Sergeant or Squad Leader is accountable to the Platoon Sergeant and supervises 10-12 Soldiers and squad vehicle operations. The Senior Driver (SSG) is responsible for transportation of 1/2-star level flag officers.
E5 	Dispatcher Heavy Vehicle Driver Driver	The Dispatcher is accountable to the Truckmaster or Assistant Truckmaster and manages and controls vehicle dispatch operations and records management. The Heavy Vehicle Driver operates complex heavy transport systems and supervises subordinate operators. The Driver (SGT) is responsible for transportation of COL/BG level officers.
E1-E4 	Vehicle Driver	The Driver performs numerous leadership and technical functions for the safe operation of wheeled vehicles in support of personnel, cargo and equipment movements.

TOTAL POPULATION: 16,761				ASI	P5, 2B, 2S, 4A, 5W, 6T, F7, 8P
TC HIGH-RISK/CHALLENGING ASSIGNMENTS		ARMY HIGH RISK/CHALLENGING ASSIGNMENTS		SQI	B, L, M, N, P, Q, X, 8, 4
LOGISTIC NCO TRAINER / DETACHMENT SGT / PLATOON SERGEANT		OBSERVER CONTROLLER		TOE	94%
TRUCKMASTER / MASTER DRIVER		RECRUITER / STATION CDR / AIT PSG		TDA	6%
OPERATIONS SERGEANT		RC ADVISOR/ DRILL SGT		INSTRUCTOR	2% (257 Positions)
CAREER MANAGEMENT NCO		EO, IG, JOINT DUTY		DS	<1% (64 Positions)
INSTRUCTOR / WRITER				RECRUITER	1% (141 Positions)



88N (TRANSPORTATION MANAGEMENT SPECIALIST)



GRADE	TITLE	DESCRIPTION
E7 	Detachment Sergeant Operations SGT Chief Movements Supervisor Senior Movements NCO Trans Logistics NCO	The Detachment Sergeant is accountable to the Detachment Commander and performs duties similar to a 1SG. The Operations Sergeant, Chief or Senior Movements Supervisor, and Trans Logistics NCO is accountable to a Detachment Commander or Branch or Division-level Operations Officer and supervises 10-20 subordinate personnel, transportation operations, and transportation management operations at Detachment Command level units through MACOM staff level organizations.
E6 	Movements Supervisor Trans Mgt Supervisor Documentation Supervisor Movements NCO Training NCO	The Movements or Transportation Management Supervisor, Movements NCO, or Documentation Supervisor is accountable to a Senior/Chief Movements Supervisor or Operations Officer and supervises 5-10 subordinate personnel and transportation management and documentation operations at section level of Battalion through MACOM staff level organizations. The Training NCO is accountable to the Training Officer and manages and trains transportation systems in joint commands.
E5 	Movements Specialist	The Transportation Management or Movement NCO and Movements Specialist supervises 1-5 Soldiers and oversees preparation of transportation documents and receives, reviews and processes transportation requests for cargo shipments and unit moves using all modes of transport.
E1-E4 	Transportation Management Coordinator	The Transportation Management Coordinator performs numerous leadership and technical functions for the safe operation of wheeled vehicles in support of personnel, cargo, and equipment movements.

TOTAL POPULATION: 2,256



TC HIGH-RISK/CHALLENGING ASSIGNMENTS	ARMY HIGH RISK/CHALLENGING ASSIGNMENTS
DETACHMENT / OPERATIONS SERGEANT	OBSERVER CONTROLLER
CHIEF / SENIOR MOVEMENTS SUPERVISOR	RECRUITER / STATION CDR / AIT PLATOON SERGEANT
TRANSPORTATION LOGISTICS NCO	RC ADVISOR/ DRILL SGT
CAREER MANAGEMENT NCO	EO, IG, JOINT DUTY
INSTRUCTOR / WRITER	

ASI	P5, 2B, 2S, 4A, 5W, 6T, 8P
SQI	B, L, M, N, P, Q, X, 8, 4
TOE	89%
TDA	11%
INSTRUCTOR	1% (29 Positions)
DS	<1% (1 Position)
RECRUITER	1% (22 Positions)



88Z (SENIOR TRANSPORTATION SERGEANT)



GRADE	TITLE	DESCRIPTION
E8  	First Sergeant Logistic NCO Trainer Operations Sergeant Transportation Supervisor Marine Maintenance Sergeant	The First Sergeant is accountable to the Company Commander and performs principle NCO duties associated with ASI "M." The Logistic NCO Trainer is responsible for teaching, coaching, and mentoring Host Nation Security Forces while simultaneously conducting combat operations while embedded in Iraq and AFGHAN Forces. The Operations Sergeant or Transportation Supervisor is accountable to a Senior (field grade) Operations Officer at Division-level staff organizations and supervises 10-50 personnel and transportation operations at Battalion through MACOM level commands. The Marine Maintenance Sergeant is accountable to the Senior Supply Operations Officer and is responsible for marine maintenance operations at theater level commands.

TOTAL POPULATION: 238

TC HIGH-RISK/CHALLENGING ASSIGNMENTS	ARMY HIGH RISK/CHALLENGING ASSIGNMENTS	ASI	P5, 2B, 2S, 4A, 5W, 6T
FIRST SERGEANT / LOGISTIC NCO TRAINER	OBSERVER CONTROLLER	SQI	B, L, M, N, P, Q, X, 8, 4
OPERATIONS SERGEANT / TRANSPORTATION SUPERVISOR	RESERVE COMPONENT ADVISOR	TOE	73%
SENIOR CAREER MANAGEMENT NCO	EO, IG, JOINT DUTY	TDA	27%
INSTRUCTOR / WRITER		SENIOR INSTRUCTOR	4% (10 Positions)
MARINE MAINTENANCE SERGEANT		DS	N/A
		RECRUITER	N/A



GLOBAL WAR ON TERRORISM ASSIGNMENTS



The Global War on Terrorism (GWOT) has created duties that are common within the transportation enlisted force but were traditionally written on the NCOER as Additional Duties. Today, many are written as Principle Duty Titles due to the length of the deployments. Others like the Logistic NCO Trainer position are new one year tour of duty in a PCS status.

The Logistic NCO Trainers assigned to **Transition Teams** represent the USA. They are charged with teaching, coaching, and mentoring Host Nation Security Forces while simultaneously conducting combat operations. They are embedded in Iraq and AFGHAN Forces. These Soldiers are hand picked and are sometimes pulled from critical leadership assignments like First Sergeant.



GLOBAL WAR ON TERRORISM ASSIGNMENTS (CONTINUED)



Platoon Sergeants and Squad Leaders serving in Warrior Transition Units (WTU) are leading Multi-component units consisting of medical hold companies and detachments merged with Medical Retention Processing Units (MRPUS) created to provide better care for wounded warriors and chronically ill Soldiers. WTUs are the Army's number one priority for assignment. The NCOs primary mission is to assist with the care and transition of Soldiers and their families. NCOs selected for this duty are rated among the best. However, these are new positions and Soldiers are advised to make comments in the remarks section when validating their online ERB or submit a letter to the President of the Board explaining this new duty.



GLOBAL WAR ON TERRORISM ASSIGNMENTS (CONTINUED)



The Rear Detachment Sergeant performs duties that are similar to those of the Detachment Sergeant and First Sergeant. Additionally, the TC Rear Detachment Sergeant assists in coordinating the deployment of the trail party and follow-on personnel.

The Convoy Commander and **Convoy Security NCO** are normal duties for the 88M4/3 and should be part of their duty description. However, these duties may be additional duties or the principle duty titles for other Transportation MOSs.

The Force Protection NCOIC is responsible for LSA security. The duty requires constant coordination with the CSMs and 1SGs of the area and is comparable to the duties of the Operations Sergeant.



EDUCATION



MILITARY EDUCATION

- WLC
- BNCOC
- ANCOC
- Battle Staff Course
- Equal Opportunity Course
- First Sergeant Course

CIVILIAN EDUCATION

A college education is highly desirable and indicates initiative and potential; however, it is not a requirement for promotion to SFC.



UNIQUE MOS CHARACTERISTICS



TOE VS. TDA ASSIGNMENTS

- Most of the Transportation Corps enlisted positions are in TO&E units or assignments. Thus, the majority of a Soldier's assignments should reflect this trend. However some of our NCOs assigned to TDA positions such as Instructor/Writer are deployed at the same pace as those in TOE units. They provide on site Mobile Training Teams to units deployed.
- NCOs selected for the Senior and Master Driver positions for the White House Transportation Agency (WHTA) are exceptional. They provide transportation and security as well as Force Protection around the clock for the President and his staff. Do not penalize them for this important 4 year assignment.
- Soldiers assigned to the Terminal Battalions of the Surface Deployment and Distribution Command (TDA) are deployed in support of the GWOT at the same rate as their peers in MTOE units



SPECIAL MOS CONSIDERATIONS








- **Assignment Opportunities:** Assignment opportunities for 88Hs, 88Ks and 88L are geographically limited. The majority of positions are located at Fort Eustis and Fort Story, VA. Therefore, opportunity for worldwide assignment in these career fields are severely limited.
- **Leadership Opportunities:** Most 88Hs will spend the majority of their careers leading Soldiers as Squad Leader, Section Sergeant, Platoon Sergeant or Detachment Sergeant. However, there are very limited leadership opportunities for 88N, 88K, and 88L specialties and many Soldiers are not always afforded the opportunity to serve in typical Army leadership positions. Most assignments in these fields involve leadership and troop responsibility, which cannot be reflected in the job/position title due to TDA and MTO&E titles. It's imperative to **read the additional duty block on the NCOER.**
- **Watercraft Qualifications:** In order to be MOS qualified, 88K and 88L Soldiers must pass a written exam per International Maritime Regulations, United States Code, and Army Regulations for each skill level.



CMF 88 CAREER MAP

Reference DA PAM 600-25 Chapter 29



RANK					
88H	Cargo Checker/Handler Forklift Operator Crane Operator	Hatch Foreman Section Chief Unit Movement Officer	Section Sergeant Unit Movement Officer Assistant Operations Sergeant Hatch Foreman	Platoon Sergeant Operations Sergeant Detachment Sergeant Cargo Gear Equipment Foreman	88Z50 Senior Transportation Sergeant 
88K	Seaman	Watercraft NCO Boatswain Squad Leader Coxswain Leading Seaman	Boatswain Operations Sergeant Section Sergeant Watercraft NCO	Platoon Sergeant Harbor Master Operations Sergeant 1st Mate "A" Vessel Detachment Sergeant	
88L	Marine Engineman	Squad Leader Chief Engineer "B" Vessel Senior Marine Engineman	Marine Maintenance Sergeant Assistant Marine Maintenance SGT Assistant Platoon Sergeant Junior Marine Engineer	Platoon Sergeant Detachment Sergeant Marine Maintenance NCO	
88M	HET Vehicle Driver Couriers Heavy Vehicle Driver	Dispatcher Vehicle Driver Driver HET Driver Couriers Heavy Vehicle Driver	Assistant Truckmaster Section Sergeant WTU Squad Leader Squad Leader Senior Driver Driver-testing Sergeant	Logistic NCO Trainer WTU Platoon Sergeant Platoon Sergeant Truckmaster Master Driver(WHTA) Detachment Sergeant Operations Sergeant Highway Operations Sergeant Fleet Management NCO	
88N	Trans Management Coordinator Movement Specialist	Trans Ship/Inspector Transportation Management NCO Movements NCO	Document Supervisor Movements Supervisor Trans Management Supervisor	Detachment Sergeant Operations Sergeant Transportation Logistics NCO Staff Movements NCO Senior Movements NCO Chief Movements Supervisor	
Years of Service	1-3	4-6	7-9	10-15	16-19
Encouraged Assignments	<div> <div>Instructor</div> <div>Recruiter</div> <div>Small Group Leader</div> </div> <div> <div>Drill SGT</div> <div>Equal Opportunity Advisor</div> <div>ANCOC</div> </div> <div> <div>Operations Sergeant</div> <div>Project Warrior</div> <div>Equal Opportunity Course</div> </div> <div> <div>Reserve Component Advisor</div> </div>				
Military Schools	<div>WLC</div> <div>BNCOC</div> <div>ANCOC</div> <div>Battle Staff Course</div> <div>1SGs Course</div>				
Civilian Schools	<div>High School/GED</div> <div>1 Year of College</div> <div>2 Years of College</div> <div>3 Years of College</div> <div>4 Years of College</div>				



RECOGNITION OR AWARDS



Sergeant Audie Murphy Member (Active Participation)

Sergeant Morales Member (Active Participation)

Regimental/MACOM/Installation NCO of the Year

Military Order of Saint Christopher Award



PROMOTION POTENTIAL INDICATORS



- **Received strong NCOERs reflecting outstanding duty performance and potential in a variety of challenging assignments**
- **Exceeded NCOES, Battle Staff or First Sergeant course standards (Honor Graduate, Commandant's List, etc...)**
- **Maintained high physical fitness standards and consistent compliance with height and weight standards**
- **Consistently pursued education through military courses and civilian educational opportunities**
- **Demonstrated high standards of conduct and adherence to Army values on and off duty**
- **Demonstrated exceptional duty performance while assigned as Detachment or Platoon Sergeant or Operations Sergeant in a deployed or deployable unit**



REFERENCE SHEET



Additional Skill Identifiers

P5	MASTER FITNESS TRAINER
2B	AIR ASSAULT
2S	BATTLE STAFF
4A	RECLASSIFICATION TRAINING
5W	JUMPMaster
6T	MILITARY AUDITOR
8P	COMPETITIVE PARACHUTIST

Special Qualification Identifiers

B	INSPECTOR GENERAL NCO
L	LINGUIST
M	FIRST SERGEANT
N	JOINT PLANNER
P	PARACHUTIST
Q	EQUAL OPPORTUNITY ADVISOR
X	DRILL SERGEANT
8	INSTRUCTOR
4	NONCAREER RECRUITER

Army Watercraft Characteristics

TYPE VESSEL	VESSEL CLASS	DESCRIPTION
Large	A	Self-propelled vessels that measure 65-275 feet in length. The crew lives aboard the vessel. The smallest category "A" vessel is the Small Tug (ST), which has a crew of 12 Soldiers. The largest Class "A" is the Logistics Support vessel (LSV), which has a crew of 32 Soldiers.
Medium	B	Self-propelled vessel and measures up to 65 feet in length. This vessel does not have crew quarters or mess facilities aboard the vessel. The largest Class "B" vessel is the Landing Craft Mechanized (LCM).
Small	C	Consists of floating equipment that is not self-propelled such as barges, floating cranes, machine shop, and causeway or ferry systems.



CONTACT INFORMATION



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